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THE BALANCE OF LABOR FORCE IN THE SOCIALIST ECONOMY

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The planned expanded reproduction of labor force, including the augmentation of labor resources, the training of new qualified personnel, the raising of the qualifications of available workers, the systematic allocation of the country's labor resources, and an improvement in the welfare of workers, is one of the most important features of the expanded socialist reproduction.

Marx, Engels, Lenin and Stalin pointed out that the working masses are the basic productive force of society, the creators of mankind's history.

In the USSR, where the workers jointly own the means of production and where each man's work is simultaneously work for himself and for all society, the State has taken interest in the expanded reproduction of labor force, in the increase of labor resources and in the more rational allocation and utilization of labor. The expanded socialist reproduction of labor force in the USSR is expressed in the balance of labor force which constitutes one of the most important parts of the over-all balance of Soviet national economy. The planning of the balance of labor force is the most complex stage in planning the allocation and utilization of the country's labor resources.

The balance of labor force reflects, in a current balance, the actual results of expanded reproduction and the proportions formed in the allocation of labor resources. It also indicates the proportions and correlations necessary for future allocation of labor force for fulfillment of plans for development of national economy and social and cultural construction which result from basic economic and political tasks, in the projected balance.

The balance of labor force of the national economy of the USSR includes:

1. An increase in the country's population and of the general labor resources of the country.
2. A guarantee of the most effective employment of existing personnel on the basis of the growth of their material welfare and the creation of all other conditions necessary for the increase of productive labor.

- 1 -

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CONFIDENTIAL

50X1-HUM

3. The inclusion in the process of social production of new groups of the able-bodied population, adolescents, women, housewives, etc.

4. The rational allocation and redistribution of labor force among the branches of the national economy and the regions of the country.

5. The improvement of the qualitative composition of the labor force on the basis of training and a raising of qualifications.

6. Measures for guaranteeing the projected balance and the distribution of labor force and its most economical utilization.

The decisive role of labor force on the process of social reproduction predetermines the significance of the balance of labor force as a component and integral part of the balance of the national economy.

The balance of labor force as one of the most important components of national economy is set forth in the statement of N. A. Voznesenskiy:

"It is impossible to set up a plan of development for the national economy of the USSR without beginning with a balance of the national economy. The point of departure is the determination of basic economic and political tasks for the forthcoming period. After the tasks have been determined, the draft of the plan must begin with a balance. Therefore, it is necessary to determine the practical relationship and proportions as well as the theoretical relationship and proportions essential to us, as Bolsheviks, to appraise the situation properly and to direct the development of the national economy in accordance with the economic and political tasks of the plan."

The projected balance of labor force compares the volume of labor expenditure corresponding to the established planned volume of production and to the level of productivity of labor, and the resultant demand on labor force on the one hand, with the availability of labor force and its natural attrition on the other. The projected balance makes it possible to determine the necessary additions for the labor force to establish new proportions in its allocation by branches and regions, and to plan measures for guaranteeing the national economy adequate personnel.

The most important prerequisite to drawing up a planned balance of labor force is the elaboration of the current balance. It is necessary to evaluate and analyze the strength of labor force, currently employed, the distribution of labor resources by branches and regions, and to explain the existing qualitative composition of labor force and the sources of its replenishment. Without this analysis, it is impossible to draft an enduring projected balance of labor force for a future planned period of time, or to determine new proportions in the allocation of labor force by branches and regions, or to indicate the measures which will secure the realization of the projected balance.

The plan for the balance of labor force contains two contrasting sections: one of these sections reflects the general availability of labor resources whose characteristics are the most important element in the balance plan; the second section characterizes the existing labor resources and plans for the future allocation of labor resources, their utilization in various branches of labor, and their geographical distribution.

A comparison of both sections of the balance indicates the extent to which available labor resources guarantee the planned development of national economy and social and cultural construction.

- 2 -

CONFIDENTIAL

CONFIDENTIAL

50X1-HUM

For socialist production, when the balance of the All-Union balance of labor force, the respective sections of the balance are in complete accord with one another. In a socialist society the universal right to labor is achieved, and unemployment is eliminated. All workers, including adolescents, can be utilized in expanding production, or in fields of cultural construction; therefore, surpluses of labor force cannot form. The tempos of socialist reproduction significantly exceed the growth of labor force resources. In connection with this, the balance of labor force is secured, above all, by the systematic increase in labor productivity which is the most important law in the expansion of socialist reproduction. The increase of labor productivity in all branches of national economy effects a corresponding reduction on the demand of labor force. The higher the labor productivity, the smaller the quantity of labor force necessary for the fulfillment of the projected production program.

The significance of an increase in labor productivity for the balance of labor force may be seen from the following examples. In 1937, the work by tractors and combines of MTSs required 11 million fewer workers than the same work would have required if it had been done by horse-drawn and manual methods on individual farms. If labor productivity in industry had remained at the 1932 level, then fulfillment of industry's production program in 1937 would have required 8 million more workers than was actually the case.

The balance of labor force not only reflects planning in labor productivity, but actively influences planning. With a view to guaranteeing the labor force of the whole national economy, when difficulties are experienced in labor-force strength, the socialist state carries out additional measures. In particular, it raises the level of mechanization in production, raises workers' qualifications, makes available and redistributes a part of the labor force. For example, an additional mechanization of labor in agriculture promotes the release from agriculture of a part of labor resources for industry. The introduction of a series of measures for development of the system of public kitchens and development of children's institutions releases a part of labor resources from housekeeping, etc.

Similar to the All-Union balance of labor force, individual branch balances and territorial balances often give results which make apparent the necessity of the branch reallocation or geographic shift of a part of labor resources.

A comparison of available labor resources with the stated total demand does not in itself indicate how much additional labor force must be drawn in to guarantee the increase in the number of workers and to compensate for losses in available personnel. Therefore, the plan for the balance of labor force must contain, as a component element, the additional demand for new labor force, composed of the difference between actual and projected necessary strength of labor force, plus compensation for losses in the available worker personnel. The level of labor productivity and the prospects for its growth are also taken into account.

An essential part of a planned balance is the elaboration of measures by which the quantitative and qualitative shifts in reallocation and utilization of labor resources, projected in the plan, may be achieved.

The guarantee of the national economy by labor force in accordance with the tasks of the state plan in the field of development of production and cultural construction is the main practical task to which the composition of the planned balance of labor force is subordinated. Therefore, the composition of a planned balance of labor force is directed, first to the discovery of means of guaranteeing by workers the key industries of socialist economy. The balance of labor force is essentially derived from the initiation of demands for replenishment of the labor force for a projected period, and the search for sources of replenishment.

- 3 -

CONFIDENTIAL

CONFIDENTIAL

50X1-HUM

Depending on the task to be accomplished, the balance of labor force can and must be drawn up into different sections, revealing the various sides of the process of reproduction and the utilization of labor force. Specific examples of such balances are: the balance of labor force according to sex and age, according to the branches of the economy and the social sources of its formation; according to the branches of the economy with a statement of the professional and occupational composition; the comprehensive balance of labor force by definite areas; the balance of labor force of towns and villages, etc. A developed balance of labor force of the whole national economy includes all these specific balances among its component parts. A comprehensive table will include the basic data of the individual balances.

Each balance is drawn up to explain a definite qualitative aspect of the process of reproduction and allocation of labor resources. All of the balances, taken together, must define the whole process of reproduction and allocation of labor resources.

One of the most important problems of the balance of labor force is the problem of population.

Marx exposed the bourgeois essence and the apologetic role of the Malthusian "law of population" which states that the growth of population, as though inevitably, outstrips the growth of subsistence and leads to absolute overpopulation.

Investigating the laws of population, Marx established that each historical method of production has its own laws of population which have a historical significance. He further showed that a surplus worker population, i.e., overpopulation in a fluctuating, latent or stagnant form, is the inescapable result and condition of the existence of the capitalistic method of production. These forms of overpopulation are most clearly illustrated by the presence of enormous armies of unemployed, and by the relative and absolute impoverishment of the working class.

The laws of population of socialist society, which are different in principle from the capitalist, are very strikingly illustrated by the speedy increase in the population of the USSR; by the great proportion of young people in the population composition of our country; by the new class structure of the population; by the changes in the professional composition; in the cultural level, in the geographical distribution of the population and its allocation between town and village; by the elimination of unemployment; and by the unprecedented growth of the peoples' welfare.

The population of the USSR is growing significantly faster than that of capitalist countries. The tempo of population growth in the USSR for the 12 prewar years attained the average of 1.23 percent per year as against 0.67 percent in capitalist Europe. The proportion of the population under 19 years of age is almost $1\frac{1}{2}$ times greater than the proportion of the population in this bracket in the largest capitalist countries. The Soviet Union is, by its population strength and the presence of labor resources, one of the most powerful countries in the world. The progressively growing structure of Soviet population, according to our accounts, based on published data of the 1939 census, achieved in 1939-1945 a tremendous increase in the population approaching working age as against the number of people passing this age limit, without counting war losses. This increase has very great significance for a successful solution of the most important problems of national economic development and the elimination of the aftereffects of World War II.

Conditions for development of Soviet society, free from the conflicts of capitalism, permit our country to eliminate quickly the material losses of

- 4 -

CONFIDENTIAL

CONFIDENTIAL

50X1-HUM

the war period and also to reconstruct a national population movement guaranteeing the growth of the principal productive force of human society in temporary, unthinkable under capitalism.

The most important problem of the balance of labor force in the USSR national economy, especially under conditions of postwar development, is the increase in the numbers of the working class, the principal productive force. In contrast to capitalism, with its mass unemployment, a systematic size of the working class is characteristic of the Soviet Union. Along with the growth of labor productivity, as a result of the rapid increase in the scope of socialist production, in our country, the number of workers is constantly growing.

The most rapid growth of the working class was observed during the period of the First Five-Year Plan, when the number of manual workers and white-collar workers was almost doubled, increasing by 97.8 percent. The Five-Year Plan was overfulfilled in the quantity of labor force, but did not then attain the projected level in labor productivity.

During the Second Five-Year Plan, when the growth of industrial production was carried out on the basis of new techniques chiefly at the expense of an increase in labor productivity, the number of manual workers and white-collar workers in the national economy increased significantly less than in the First Five-Year Plan, by 17.4 percent as against the 26 percent set up in the plan, but the plan for the increase in labor productivity in industry and construction was exceeded.

During the period of the First and Second Five-Year Plans, the rate of increase in the number of workers in the branches of heavy industry significantly exceeded the rate of increase in the number of manual workers and white-collar workers in the national economy as a whole. As a result, the percentage of workers in heavy industry increased from 26.7 percent of the national economy in 1928 to 30.9 percent in 1937.

With the Third Five-Year Plan, provision was made for an increase in the number of manual workers and white-collar workers engaged in the national economy of the USSR as a whole by 21 percent as against the 17.6 percent of the Second Five-Year Plan. Moreover, the rate of increase in the number of workers in the branches of social and cultural construction (education, public health, etc.) and of trade and community services (communal housing industry, etc.) were planned considerably higher than the rates of increase in the number of workers in material production as a result of the tasks set forth in the Five-Year Plan to raise the level of the culture and welfare of the people.

The increase in the number of manual workers and white-collar workers, engaged in the national economy of the USSR, and the increase in their labor productivity during 3½ years of the Third Five-Year Plan, prior to the beginning of World War II, without a doubt, guaranteed the fulfillment of the tasks of the Five-Year Plan touching on the increase in the planned volume of production and on the raising of the welfare and the cultural level of workers.

V. M. Molotov states in 30th Anniversary of the Great October Socialist Revolution: "But for the war, our towns and industrial regions would be demonstrating today enormous, unprecedented achievements in the improvement of the material and cultural conditions of workers' lives... But for the war, which destroyed many of our best agricultural regions, we would be provided today with all the necessities of life to a greater degree than any other country in Europe, and not only in Europe."

- 5 -

CONFIDENTIAL

CONFIDENTIAL

50X1-HUM

During the years of the Stalin Five Year Plans, along with the geographical distribution of production, the distribution of labor force was substantially changed. There was a sharp rise in the number and the proportion of manual workers, engaged in the eastern regions of the Soviet Union, especially in the Urals and in Siberia.

During the period of the three Stalin Five-Year Plans, millions of new manual workers and white-collar workers entered into the working class of the USSR. This addition had enormous significance for the formation of the working class of the USSR and for the development of the whole country's national economy.

The demand for additional personnel and the dynamics of the size of the working class during the period of World War II were basically different from the period of the development of a peaceful socialist economy. However, even during the period of the war, at the basis of these dynamics were the same laws of expanded reproduction which continued to function fully, although not over the whole territory of the country.

Among the principal conditions affecting wartime expanded socialist reproduction were the numerical increase of workers, the raising of the qualifications of workers and increase in wages. The expanded reproduction of labor personnel was a characteristic feature of the USSR war economy.

After the lowest point of the production drop was passed toward the end of 1941, the growth of industrial production and working class strength continued from month to month. The expanded reproduction of labor force in the eastern regions of the USSR was illustrated by the rapid increase of worker strength in war industry, by ferrous and nonferrous metallurgy, by the coal industry, by the sharp increase in the network of schools and institutions of the state labor reserves' system, by the wide development of training, and by an increase in the qualifications of production workers.

With the liberation of the temporarily occupied regions, there was an even greater increase in the number of manual workers and white-collar workers in the national economy of the USSR as a whole. During the war there was an influx of many millions into the composition of the working class, chiefly from the women and the youth of towns and villages.

The transition of the USSR to a peacetime economy introduced fundamental changes into the process of reproduction of labor forces. In addition, army demobilization had an added significance. As distinguished from capitalist countries, where demobilization contributed to the ranks of the unemployed, the demobilization of workers and employees in the Soviet Union, together with the influx of labor force from other sources, provided a large increase in the number of the working class (three million by 1946) and served as a powerful factor in the development of production and of all economic and cultural activity in the country.

One of the decisive factors in the fulfillment of the Five-Year Plan for the reconstruction and development of the national economy of the USSR is the enlistment of a new labor force into industry, construction and transportation.

The increase in the number of manual workers and white-collar workers of more than six million men for 1946-1950 provided for in the plan, must be achieved simultaneously with a redistribution of labor force for use in the sphere of material production.

The guarantee of a constant increase in the number of the working class requires the presence of large and reliable sources for the replenishment of the national economy with workers. One of these sources at all stages of Soviet economic development is the redistribution of resources among agricultural and nonagricultural branches. With the victory of socialism in the

- 6 -

CONFIDENTIAL

CONFIDENTIAL

50X1-HUM

villages, the Soviet government began an organized recruitment of labor force. The possibility of such a recruitment in kolkhozes was brought about by a great economy in labor expenditure in agriculture through the collectivization and mechanization of its production processes.

In the second phase of development of the socialist state, the organized recruitment of labor force was a basic method for the redistribution of labor resources between agricultural and nonagricultural branches. It was the basic method for the replacement of the labor force of national economy: industry, transportation, and construction; and it guaranteed first the labor-expanding and seasonal branches of industry.

According to our calculations, the organized recruitment of labor force for the period 1931-1940, in the whole national economy of the USSR including seasonal branches, amounted to more than 28 million men. Of these, more than seven million men moved from one field to another. A significant number of them remained permanently in industry, construction and transportation.

In the course of the prewar decade, the organized recruitment of labor force played a decisive role in the solution of the problem of worker personnel. From the very beginning, it was carried out as a planned measure which was the clear expression of the development of the economic, organizational, cultural and educational functions of the socialist state in the second phase of its development.

On the eve of World War II, the organized recruitment of labor force from kolkhozes ceased to satisfy the increasing requirements of the national economy. The enterprises set up during the years of the Stalin Five-Year Plans required the addition of qualified personnel. But since the majority of people who were recruited from villages were untrained, much time and money had to be expended on their training. Moreover, a certain number of these workers, who could not be kept in industry, returned to the village.

The further development of industry required a systematic replenishment of the working class with new, stable, qualified personnel and a more sound distribution of labor force among branches and regions of the country in accordance with the interests of the national economy. This task was fundamentally resolved by the creation of a system of state labor reserves.

The system of state labor reserves was created at the suggestion of Comrade Stalin in October 1940. The possibility and necessity of forming state labor reserves as a basic source of labor force recruitment for key industries of USSR national economy is based on the planned character of the expanded reproduction of the productive forces and the production relationship of a socialist society. It is further based upon the Soviet people's conscious attitude toward their work as a matter of public importance and as a personal obligation to the Soviet State.

The Stalin idea of replenishing USSR state labor reserves from its youth who are trained in factory and plant schools and industrial trade schools and who are at the full disposal of the state is an example of a wise solution to the very important problems of guaranteeing the key industries of the national economy with qualified workers for the elimination of unemployment and poverty in town and village. This is a new contribution to Marxist-Leninist theory of the expanded reproduction of labor force in a socialist society.

The creation and activity of the system of state labor reserves have demonstrated that a period in the development of Soviet economy has arrived when questions dealing with the training of labor force and its utilization have become one of the state's most important functions. The formation of state labor reserves is a result of the strengthening of the economic,

- 7 -

CONFIDENTIAL

CONFIDENTIAL

50X1-HUM

organizational, cultural and educational works of the organs of the socialist state in the period of transition from socialism to communism.

The results achieved by the system of state labor reserves, which during the 8 years of its existence trained about 4 million qualified workers, has completely confirmed its vitality not only under conditions of peaceful socialist construction, but also under the conditions of war.

The maintenance of the labor force of key industries of the national economy was one of the most difficult problems of war economy. "Thanks to the organized system of training and distribution of labor force, the war economy of the USSR did not experience any serious difficulty from shortages of labor forces."

During World War II, the state labor reserves became one of the chief sources for recruitment of qualified industrial labor force.

Among the other very important measures taken by the government to secure personnel for the national economy during the war were:

1. Mobilization for war needs, of workers, engineer and technical personnel of those enterprises, plants and individual units of production which were switched to output of war production.
2. Transfer of construction personnel to construction of military plants and allied enterprises.
3. Recruitment, in town and village, of labor force which before the war participated very little or not at all in general production, or which could be assigned to work of primary importance for defense without great sacrifice to agriculture.
4. Reclassification of industrial workers and the training of new personnel to replace those called up by the army, through an expansion of the network of schools and institutions of the state labor reserve system and direct practical training for production.
5. Transfer of workers, engineer and technical personnel along with basic equipment to the eastern regions of the USSR, which were converted, in a short time, into the military and economic base of the country.
6. Introduction of obligatory overtime work in war industries and the elimination of leaves.

There was a change in the methods of recruiting labor force in industry and in the significance of the various recruitment sources during the war. The Soviet state had to maintain the labor force of the key industries of the national economy at all costs.

The recruitment of labor force from kolkhozes was less intense and not in the nature of an organized recruitment, but rather in the form of a mobilization of government decrees. The proportion and the numbers of workers, replenished at the expense of the village, diminished in wartime because of the loss in male labor force and the curtailment of mechanical and animal power in the kolkhozes which had brought about a strained situation in the village labor force.

The city population became an important replenishment source of workers for production. Of the five million housewives who lived in cities before the war, a significant part was recruited for production.

- 8 -

CONFIDENTIAL

CONFIDENTIAL

50X1-HUM

The reorganization of the whole national economy for maintenance of the front, the expansion of the production volume of war industries, the curtailment of worker strength in certain unproductive branches of the national economy, and the evacuation of industry from territory temporarily occupied by the enemy required the creation of new sources of labor force replenishment, the interbranch and territorial reallocation of labor resources, the temporary lengthening of the work day, etc.

The advantages of the socialist structure permitted our state to mobilize unutilized labor resources and to reallocate those already engaged in the national economy so that the key industries of the national economy received strong replenishments of worker cadres in a short time and according to a coordinated plan.

In the postwar Five-Year Plan, state labor reserves will play a very important role in the expanded reproduction of qualified workers. During the years 1946-1950, 4½ million qualified workers will be trained. Of this total a considerable number will be youths reaching working age during these years. The system of state labor reserves will retain its importance far beyond the period of the present Five-Year Plan.

During this period while it remains a basic source for the recruitment of qualified workers for the national economy, the system of state labor reserves will turn out workers, educated in many technical fields, who will be close to the cultural and technical level of engineers and technicians.

A characteristic of the recruitment of workers for the national economy of the USSR is the wide enlistment of women into production. The Bolshevik Party and the Soviet authority guaranteed not only theoretical, but also actual equality of women in political, cultural and economic life. During the period of the prewar Five-Year Plans, millions of women were enlisted into the process of social production. The percentage of women in the total number of manual workers and white-collar workers reached 38 percent by 1940. In large-scale industry the figure reached 41 percent. A continually growing number of women took up skilled labor. During World War II, the labor of women was predominant in the state's national economy. Women and youth "bore the brunt of the burden in factories and plants, in kolkhozes and sovkhoses," I. V. Stalin pointed out.

Out of these female labor reserves the Bolshevik Party and the Soviet authority forged a corps of women workers and farmers which participated as an active part of the workers' army. As a result of their mass recruitment into social production, women are now a great force in Soviet society. However, women labor reserves are far from exhausted. Millions of women are still engaged in unproductive housekeeping work in towns and villages.

Two of the biggest problems in the balance of labor forces in our country are the training of new workers for production and the raising of the qualifications of available labor reserves. The training and the raising of the qualifications of workers, engaged in production, are very important conditions for expanded socialist reproduction of labor force.

Comrade Stalin's statement, concerning the necessity of training workers directly in the production process, which was made the basis for the organization of the training and raising the qualifications of workers, particularly of individual training as a basic method during the years of our country's speedy industrialization and during World War II helped to solve in record time the problem of creating qualified workers in the USSR.

Technical training for production was the basic and predominant method of creating qualified workers during the whole period of the peaceful development of Soviet economy and during the period of the war.

- 9 -

CONFIDENTIAL

CONFIDENTIAL

50X1-HUM

In the postwar Five-Year Plan, the predominant form for training qualified workers is the state labor reserves. The training of new worker personnel by individual brigade training is being sharply curtailed. The chief task of technical personnel training for production is the raising of the qualifications of the available labor force.

The history of the composition of the balance of labor force in the USSR reveals the systematic strengthening of the planning principle in the training and allocation of labor force on the basis of the development of the economic, organizational, cultural and educational functions of the socialist state.

The close tie between the balance of labor force and the national economic plan, particularly the material balances, was already emphasized by Lenin at the very earliest stage of planning. It was reflected in the Goelro plan in which the necessary expenditures in material and financial means and even workers' time were set forth as "about 370 million working days, so many barrels of cement, so many pieces of brick, puds of iron, copper, etc."

However, during the periods of its composition the Goelro plan for the balance of labor force had little operative significance and was not, therefore, worked out in detail. At that time, the grain and fuel balances had primary significance. Later, balances of metal, equipment, and electrical energy were most important.

The first attempts at elaboration of the balance of labor force go back to the beginning of work on the preparation of the First Five-Year Plan for the development of USSR national economy. Those attempts proved futile, since they were based on a false methodology; they reflected an erroneous approach to the composition of the balance of national economy which Comrade Stalin criticized in his speech at the conference of Agrarian Marxists on December 1929.

The erroneous initial aims, from which the authors of the first projected balance of labor force proceeded, were responsible for the fact that the balance anticipated only an insignificant curtailment of unemployment toward the end of the Five-Year Plan (1932/33). As is well known, unemployment was definitely eliminated toward the end of 1930.

The victory of socialism, the elimination of unemployment, and the new conditions securing industry's labor force required fundamental improvements in the planning and distribution of the labor force. These tasks were defined by Comrade Stalin in his Historical speech at a conference of administrators in June 1931. The speech became well known under the title "Comrade Stalin's Six Conditions."

From the moment when unemployment and agrarian overpopulation were eliminated in our country, labor force planning acquired a special significance. The state had to allow for the available labor resources and the demand for labor force, had to determine the measures necessary to secure the training of qualified workers and specialists and their allocation among the individual branches and regions, and also had to realize the planned redistribution of labor force, already employed.

The first plan for the organized recruitment of the labor force and the training of personnel was included in the plan for labor in 1931. However, even in that period, the balance of labor force was not a component part of the national economic plan and its elaboration was limited only by calculations, on the whole national economy, which were tentative and had no operative significance.

With the composition of the Second Five-Year Plan, the balance of labor force was worked out in greater detail on the basis of the entire

- 10 -

CONFIDENTIAL

CONFIDENTIAL

50X1-HUM

national economy and its important branches, including transportation and construction. The fact that the calculations were not supported by concrete tasks which could guarantee the actual realization of the balance was the basic inadequacy of the balance of labor force, worked out for the period of the Second Five-Year Plan.

Throughout the Second and at the beginning of the Third Five-Year Plan, labor force planning still continued to lag behind the growing economic demands. This lag was one of the most serious causes of the difficulties encountered in the maintenance of labor force in the national economy of the USSR. The inadequacies of labor force planning were most evident when, in the Second and at the beginning of the Third Five-Year Plan, it did not embrace all sources for the recruitment of workers for even the key industries.

"Comrade Stalin requires that the decisive factor in production, the labor force, be properly trained and allocated. Comrade Stalin emphasized the fact that we learned to allocate monetary funds and material stocks. But we have not learned to plan the allocation of labor force or to train it properly, and without this planning, a construction and production plan cannot be carried out.

This follows in its entirety Marxist-Leninist teaching about man, about the worker as society's main productive force. Then, personnel will determine the success of socialism."

During the Third Five-Year Plan, labor force planning improved considerably. Groups to handle worker balances were set up on the staffs of the Gosplans of the USSR, the Ukrainian SSR, and the Belorussian SSR. In oblasts with large numbers of kolkhoz farmers and seasonal migratory workers, special groups for planning worker recruitment were created, while in the other oblasts the chairmen of planning commissions were charged with the handling of worker recruitment planning. The study of labor resources and the composition of scientifically substantiated balances of labor force were the special tasks of these groups.

The biggest problem in labor force planning, which was solved in the Third Five-Year Plan on the basis of the strengthening of the socialist state's role in the expanded reproduction of labor force, was the creation of a system of state labor reserves.

The period of war economy is characterized by the wide-spread application of the balance method in the elaboration of plans for guaranteeing the labor force of the Soviet national economy. The USSR Gosplan compiled its labor force balances through local representatives. In order to assist in the solution of problems dealing with the balance and the allocation of labor force, the TsSU [Central Statistical Administration] considerably broadened the statistical basis for the planning of the labor force and carried out a series of important statistical activities in this field during the war. Among these activities are: the emergency registration of rural population; the emergency and regular registration of urban population; the emergency registration of commerce workers, by sex, age and profession; the registration of administrative and managerial personnel; the emergency registration of professionally qualified workers in industry, transportation, construction, etc.

During World War II, the Central Statistical Administration drew up the balances of labor force by quarterly periods, the balances of labor force in kolkhozes and, starting with the end of 1946, the balances of youth labor reserves.

- 11 -

CONFIDENTIAL

CONFIDENTIAL

CONFIDENTIAL

50X1-HUM

The plan, governing allocation of labor force to the most important branches of the national economy and to the government services, first attempted during the war, was directly based upon the balance of labor force in these branches, and was consolidated with the general "balance and plan for allocation of labor force in industry, construction and transportation."

The consolidation of the balance and the plan of allocation for labor force and its approval by the government bore witness to the enormous practical importance of this balance under wartime conditions.

To achieve the plans of labor force allocation and reallocation among individual branches of the national economy and the regions of the country, a Committee for the registration and distribution of labor, attached to the Sovnarkom of the USSR was set up at the beginning of the war. By decree of the Presidium of the Supreme Soviet USSR, this committee was given authority from 13 February 1942 to carry out the mobilization of that part of the population which was capable of labor, but which was not actually employed. The committee was also charged, on the basis of special decisions of the Sovnarkom of the USSR, with recruiting a labor force for production from rural localities and with the reallocation of workers among the branches of the national economy and within industry, etc.

The postwar period has witnessed a new stage in planning for the training and allocation of the labor force. New developments have been brought about by changed conditions in the maintenance of the labor force of the national economy.

After the Soviet Union had lost about seven million men as a result of the war, it was difficult to increase the working class strength which was supposed to exceed the prewar level.

In the postwar period, an increase of the state's role in expanded socialist reproduction and planned allocation of labor force was necessary and was expressed in the passage of a series of measures of an organizational character, particularly in the creation of a Ministry of Labor Reserve, the creation of migration administrations attached to the Union Republic Council of Ministers, etc.

It was also necessary to intensify work on the balance of labor force in the various branches and in every oblast (krai, republic), beginning with the lower level economic organizations, such as enterprises and kollektives.

The republic, krai and oblast organs of the State Planning Commission of the Council of Ministers USSR are charged with important tasks in the field of labor force planning.

One of the most important tasks before the representatives of the USSR Gosplan is the working out of a balance of labor resources both current and projected, for the year and for periods of most intensive agricultural work.

In contrast to the prewar period, the balances of labor force were drawn up by oblast planning commissions, concerned only with local economy and deprived of the possibility of acquiring all necessary materials from organizations of the central government. The representatives of Gosplan, however, in accordance with a decree approved by the government, received from all organizations within the areas of oblasts (krays, republics) the necessary information and commentary connected with a review of the degree of fulfillment of the national economic plan. The information forwarded by these organizations includes the accounts set up by all enterprises and economic organs through the local statistical organs of the Central Statistical Administration of the USSR. Thus, all the statistical and planning

- 12 -

CONFIDENTIAL

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materials, which are necessary for drawing up a balance of labor force, are at the disposal of the representatives of the USSR Gosplan.

The Gosplan representatives must fight local tendencies in the allocation of labor force, one of the principal weaknesses connected with the drawing up of balances by oblast planning commissions.

The first balances of labor force of the oblast (krai, republic) had already been drawn up by representatives of the USSR Gosplan during the war (1944). By 1945, the planning of labor force had already become the most important part of their work. Today, balances of labor force drawn up in all the oblasts, krais and republics by representatives of the USSR Gosplan, show steady improvement in labor force planning.

A full and comprehensive account of labor resources, a thorough analysis of labor force utilization, an accurate planning of labor requirements in industry and agriculture and a calculation of the possibility of the territorial reallocation of labor are fully included in almost every balance of labor force.

On the basis of balances of labor force supplied by oblasts, krais and republics, the Gosplan of the USSR computes and works out the national economic and territorial balance of labor force, the balance and plan for allocation of labor force to ministries and departments, the plan for organized recruitment of labor force for ministry enterprises with an allocation of the recruitment by oblast (krai, republic), and the plan for conscription of youth for VZO [Factory-Plant Training Schools] and trade schools.

During the period of the First and Second Five-Year Plans, balances of labor force had no operative significance, and during the period of the Third Five-Year Plan, they were used only for setting up plans for organized recruitment of labor force. However, during World War II and even more at the present time balances of labor force have been used operatively and have begun to embrace a considerably wider range of problems concerning the planning of labor resources allocation.

The draft of balances of skilled workers in the most important professions and balances of skilled and semiskilled specialists testify to the further extension of balance work on labor. These balances are now becoming the basis for drawing up plans for training skilled workers for concrete professions in the government labor reserves' system and in production, and for plans for the training and allocation of specialists.

The balance method has become the basic method for planning labor force in the USSR. The planning of balances and the allocations of labor force in the country's national economy in the USSR is based on the advantages of the socialist system of economy, on the intelligent utilization and application of the economic laws of production and distribution.

Systematically carrying out the laws of socialist organization of labor and wages, which are a powerful source for the growth of production and for the raising of the national welfare, the socialist state guarantees, to an extent unheard of in the history of man, the development of the creative activity of workers, the most important condition for the successful transition from socialism to communism.

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- 13 -

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